Safety Concerns in Worship Today:

Considerations, Options, and Recommendations in Protecting Your Worship Parishioners and Related Property

December 16, 2017
What happens when the unthinkable seems to happen every day?

• A church shooting kills 26 in Sutherland Springs, Texas
• This marks the 307 mass shooting in the United States so far this year
• Since the Pulse nightclub shooting in Orlando 17 months ago, there have been 555 mass shootings, according to the FBI
• Shootings at churches have become so common that authorities have created a National Church Shooting Database. It documents 139 shootings at churches between 1980 and 2005, killing 185 people, including thirty-six children.

• The United States has averaged 7.5 mass shootings a week just this year alone.
What If It Happened Here?

• How could we have stopped the intruder(s)?
• How could we have prevented the event?
• What steps does the HOW take to move forward with resuming services at the HOW?
• How can we assure our congregation that it is still safe to attend this HOW?
• What about the liability the HOW faces as a result of this event; could we be sued?
Definition of Mass Violence

THE FBI has defined Active Shooter Cases as four (three) or more dead.

Any act against an employee that creates a hostile work environment and negatively affects the employee, either physically or psychologically

70% of events occurred in Commerce /Business or Educational Setting

OSHA covers Work-place Violence under General Duty Clause and Safe, Productive Work Environment

➢ Employers should train annually under Right-to-Know
Types of Mass Casualty Events

• Terrorism

• Mental Disorders

The most common factor in mass killings? People killing members of their own families: Out of 318 mass killing incidents after 2006, about half involved family members killing relatives and loved ones.

The FBI used to consider someone a "mass murderer" if they killed four or more people during one event, regardless of weapons used. But starting in 2013, federal statutes defined "mass killing" as three or more people killed (not the killer), regardless of weapons.
Which Program is Right for You?

• Run, Hide, Fight – Homeland Security (most widely known)
  • Get Out / Hide Out / Take Out
  • Advantages / Disadvantages

• ALICE (Alert, Lockdown, Inform, Counter, Evacuate)
  • Informing citizens to participate in their own survival
  • Training option based tactics have become the accepted response, versus the traditional “lockdown only” approach.
  • Used in Schools, Hospitals, Business

• Either – starts and ends with Preparation and Training (on-site assessments and training to help you plan and prepare)
More About ALICE – Active Response

• Developed by two Texas law enforcement officers soon after the Columbine High School shootings, realizing that lockdown-only policies most schools have aren't enough to protect students if there is a shooter on the loose. By locking doors and hiding, students become easy targets.

• "You look at Columbine and every single child killed in the library that morning," (referring to the library in which 52 children and teachers hid for more than four minutes) before the gunmen entered and shot 18 of them. "They were all sitting down. ... Why were they there five minutes when they had five minutes to do something else?"

• Active shooters work alone 98% of the time

• Make yourself a harder target (move, throw things, make loud noise)

• Any violence prevention plan (including ALICE) should be an agreed upon effort by your HOW and your law enforcement agencies – WHY?
The Basics:

• **Deterrence**
  - (assess vulnerable areas and correct or monitor)

• **Detection**
  - (Be aware of strangers and members who are acting differently)

• **Response**
  - (When an incident starts, what actions are in place? Just like a fire drill, have a plan, train, and rehearse roles and responsibilities)
Emergency Planning Issues

- No Business Continuity Plans / Emergency Response Plans
- Lack of formal Emergency Response Organization (ERO)
- Little or no training for ERO
- No observation technique training for Ushers
- Little or no exercises
- No emergency procedures
- Security Plans / Armed Intruder Plans
- Pandemic Plans
- Shelter in Place Plans
- No Emergency Kits
Emergency Considerations / Action Plan –

At a minimum, every business (HOW) should have procedures for:

• Fires and other emergencies
• Evacuation
• Emergency escape, shelter in place, and lockdown

• Supplies:
  • Medical response / First Aid Kits
  • AED’s
  • SABRE Pepper Spray with Holster

• Insurance Endorsements

www.ready.gov/business/implementation/emergency
Involve the Community

- Local law enforcement and emergency management
- Neighbors and community organizations
- DHS Protective Security Advisor
- FBI and Infragard
  - https://www.infragard.org/
- Homeland Security Information Network (HSIN)
Emergency Action Plan – Active Shooter Preparedness

- Response Plan
- Safe rooms
- Communication protocol
- Communications equipment
- Training
- Know Your Surroundings
- Seniors and Handicapped

Courtesy of DHS
Emergency Action Plan – Active Shooter Response

• Call 9-1-1
• Notify other HOW occupants
• Run, Hide, or Fight
• Coordinate with responders
• Control access
• Account for personnel
• Recover after an incident

Courtesy of FEMA
Emergency Action Plan – Assisting Emergency Responders

• Law enforcement’s goal: **stop the shooter**
• What they need to know:
  • Location of the shooter(s)
  • Number of shooters
  • Description of shooters
  • Number and type of weapons
  • Number of victims

*Courtesy of DHS*
Emergency Action Plan – Assisting Emergency Responders

• Cameras
• Access
• Maps
• Communication
• Staging area
• Special safety issues

For Official Use Only
Emergency Action Plan – Incident Recovery Considerations

• Victims and families
• Communicating internally
• External communication
• Continuing your mission and operations
THREATS

- Assault
- Sexual Assault
- Computer Crime
- Information Leakage
- Child Molestation
- Lost Child
- Child Kidnapping
- Domestic Dispute
- Vandalism
- Burglary
- Theft
- Fire (Act of God)
- Fire (Accidental)
- Arson
- Embezzlement
- Picketing
- Bomb Threat
- Terrorist Attack – IED’s
- Active Shooter
- Drug Abuse
- Misuse of Computers
- Hurricane/Weather Issues
- Power Failure
LIKELIHOOD OF OCCURRENCE

Considerations When Evaluating Likelihood

- Educated guess based upon historical data
- Socio-economic (crime, poverty, gangs)
- Police response/patrol/closeness to PD
- High profile stances on issues
- Closeness to major highways
- Secluded area
LIKELIHOOD OF OCCURRENCE

- Inadequate or no security policies, procedures, or systems in place to deter or mitigate
- Weaknesses Within Your Operation
- Ease of criminal committing act

Rank 1 – 5 (1 least likely; 5 most likely)
IMPACT/LEVEL OF CONSEQUENCE
THREATS/HAZARDS

- Impact to Church
- Impact to Visitors, Individuals, Yourself
- Impact can be Psychological, Monetary, Personal, Long Term, Short-Term, etc.

Rank 1 – 5 (1 low impact; 5 high impact)
SECURITY STRATEGY CONSIDERATIONS

• Implementation Cost
• Maintenance Cost
• Impact/Consequence from Threat or Hazard
• Likelihood of Preventing Threats
• Attractiveness of Asset
• Does Cost Exceed Benefit
SECURITY STRATEGIES

- Procedural (openings and closings)
- Policies (key control, hiring) (technology and people)
- Increase Awareness (secure doors and windows)
- Maintenance (shrubbery, bulbs, clean-up)
- Pre-employment Screening
- Modify Control Points When Open (doors)
- Fencing/Barriers/No Trespassing Signs
- Burglar Alarm
- Lighting Enhancement
- Contingency Plans

NOTE:
All security strategies must be monitored and revised as needed to meet changing conditions

Threats are not static!
Training and Preparation

- Train key employees and Safety Committee on the Emergency Action Plan and on Active Shooter Response
- Conduct evacuation drills, outlining evacuation routes and assembly points
- Test the security plan with drills and tabletop exercises
- Involve first responders in exercises
- [www.ready.gov/business/testing/exercises](http://www.ready.gov/business/testing/exercises)
Online Training

• “Active Shooter, What You Can Do” (IS-907)
• Available through the Federal Emergency Management Agency Emergency Management Institute:
  • http://training.fema.gov/EMIWeb/IS/IS907.asp
• 45 minutes
Types of Trainings: Discussion Based

1. Seminar – The most basic exercise type. Includes discussions about preparedness strategies and goals, led by a facilitator. May focus on a specific policy or procedure.

2. Workshops – Also discussion-based, with the purpose of developing new ideas, processes or procedures. The goal is to develop a written, consensus-based policy or plan.

3. Tabletops – Led by a facilitator with a focus on in-depth discussion, tabletops thoroughly work through a hypothetical scenario. Typically involves managers, elected officials and other key personnel.

4. Games – A simulation of a response to a hypothetical or real-life scenario, without deploying actual resources. Includes real-time decision-making and may be used to test existing or potential plans.
Types of Trainings: Operations Based

1. Drill – The simplest form of operations-based exercise. Participants test a specific operation or function, such as new equipment, or a new procedure or policy. Donning and doffing PPE is an example of a drill.

2. Functional – A simulated response involving personnel from single or multiple agencies, used to evaluate capabilities and performance on multiple operations or functions.

3. Full-scale drill – The most complex operations exercise. Includes the mobilization of multiple units, personnel and equipment from multiple agencies and jurisdictions, such as law enforcement, fire, EMS, emergency management, hospitals and members of the public. Full-scale drills simulate a stressful, realistic scenario, as if a Mass Casualty Incident, MCI or disaster has just occurred. These often take months to plan and execute.
RISK MITIGATION OPTIONS

• Ignore
• Risk Transference (Insurance)
• Accept and Mitigate

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• Consider critical assets • Prioritize protection efforts of critical assets • Assess threats and vulnerabilities • Evaluate the likelihood of threats occurring • Evaluate impact of threats • Determine cost-effective security strategies
Training Based Upon Security Risk Analysis

- Medical Emergencies
- Basic First Aid
- Lost Child
- Irate Person (de-escalation training)
- Emergency Evacuation
- Active Shooter
CORNERSTONES OF A SECURITY PROGRAM

- Leadership
- Hiring
- Auditing
- Revise Security Strategies as needed
- Ongoing Training
- Annual Security Survey
So, In Summary – the Steps Are:
Insurance Considerations

• Review your current coverages with your Agent (many Carriers are now excluding Active Shooter events from GL coverage)

• Consider this:
  • An Umbrella written under the LV Council for member churches
  • $10M Annual Aggregate – shared cost and coverages
“If You See Something, Say Something™”

• Race, ethnicity, national origin, or religious affiliation alone is not suspicious

• Report behavior and situations
  • Unattended backpack
  • Break in

• Not beliefs or speech unrelated to terrorism or criminal activity

Courtesy of DHS
Questions?
Acknowledgements:

the leading organization for security professionals worldwide.
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